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A Contemporary Commentary on Appreciative Inquiry in Organizational Life

Appreciative Inquiry in Organizational Life ☆

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Organizational Generativity: The Appreciative Inquiry Summit and a Scholarship of Transformation

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Abstract

This article presents a conceptual refiguration of action-research based on a "sociorationalist" view of science. The position that is developed can be summarized as follows: For action-research to reach its potential as a vehicle for social innovation it needs to begin advancing theoretical knowledge of consequence; that good theory may be one of the best means human beings have for affecting change in a postindustrial world; that the discipline's steadfast commitment to a problem solving view of the world acts as a primary constraint on its imagination and contribution to knowledge; that appreciative inquiry represents a viable complement to conventional forms of action-research; and finally, that through our assumptions and choice of method we largely create the world we later discover.

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